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September 11, 2019

SENT VIA EMAIL to med@serb.ohio.gov

State Employment Relations Board
65 East State Street, 12th Floor
Columbus, OH 43215-4213

Dear SERB:

Re: Case No. 2018-MED-10-1133
Canton Professional Firefighters Association, IAFF Local 249 and City of Canton

Attached, pursuant to OAC 4117-09-07, please find a copy of the collective bargaining agreement (wage and benefits reopener) effective until December 31, 2019. This will close the above-captioned case.

Thank you for your attention to this matter.

Sincerely,

Vivianne Whalen Duffrin
Assistant Law Director

ARTICLE 52

HEALTH AND LIFE INSURANCE COVERAGE

Section 1

The City shall maintain health care and life insurance coverage in effect beginning January 1, 2017 for all full-time employees as follows:

Health care coverage includes: optical, dental and a comprehensive medical plan subject to an annual deductible of three hundred fifty dollars (\$350) per person; hundred dollars (\$700) per family which is applied before medical benefits are paid to "in-network" or "out-of-network" providers.

After payment of the deductible, the plan will pay 80% of covered medical expenses to "in-network" providers. "In-network" co-insurance is subject to an annual out-of-pocket maximum of \$1,250 per person; \$2,500 per family. Once this maximum is met, the plan begins to pay covered medical expenses at 100%.

After payment of the deductible, the Plan will pay 70% of usual, customary and reasonable covered medical expenses to "out-of-network" providers. "Out-of-network" co-insurance is subject to an annual out-of-pocket maximum of \$2,250 per person; \$4,500 per family. Once this maximum is met, the plan begins to pay 100% of usual, customary and reasonable covered medical expenses. Any medical expenses that exceed usual, customary and reasonable standards will not be covered by the plan.

Life-threatening emergency room visits resulting in an admission to the hospital will be covered at 100% after an employee pays the \$50 per visit co-payment.

Emergency room visits that do not result in admission to the hospital shall require a \$200 co-pay.

For any employee whose spouse has other health coverage available through an employer, the City plan shall pay benefits secondary to the spouse's group coverage. All members must complete any documents required by the City.

Current life insurance coverage shall provide a minimum of twenty thousand dollars (\$20,000) term life insurance for all Bargaining Unit Members.

Section 2

The City agrees to maintain the same level of benefits as set forth above if it restructures health and life insurance during the term of this collective bargaining agreement. The City retains the right to restructure health care and life insurance during the term of this contract as to cost containment procedures such as pre-hospital admission certification, mandatory second opinions, etc., but may not institute any change of coverage without mutual agreement of the parties herein.

Section 3

To offset the increased cost of Health and Life Insurance coverage set forth above, each full-time employee covered under the plan shall have deducted from each pay \$55 for single coverage and \$75 for family coverage, commencing on the first pay period that falls wholly in March of 2017.

An exhibit attached to the contract is incorporated herein explaining the changes further.

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ARTICLE 59

BASE PAY

- A. For any member completing 22 years of service with the fire department and beginning on their 23rd anniversary date, they shall receive the career longevity step increase according to the following schedule (such increase is given in exchange for the new hire wage schedule and other considerations in this agreement).

All members of the bargaining unit will receive a 2% increase effective January 1, 2019 according to the following schedule.

	2017	2019	
Battalion Chiefs			
Step 1 (less than 23 years)	\$80,511	\$82,121	
Step 2 (23+ years)	\$84,458	\$86,147	
Captains			
Step 1 (less than 11 years)	\$64,556	\$65,847	
Step 2 (11 – 17 years)	\$65,851	\$67,168	
Step 3 (18 – 22 years)	\$67,095	\$68,437	
Step 4 (23+ years)	\$70,384	\$71,792	
Firefighters			
Step 1 (1-2 years)	\$42,000	\$42,840	
Step 2 (3-5 years)		\$46,920	
Step 3 (6-10 years)	\$52,781	\$53,837	
Step 4 (11 – 17 years)	\$53,845	\$54,922	
Step 5 (18 – 22 years)	\$54,857	\$55,954	
Step 6 (23+ years)	\$57,546	\$58,697	

The firefighter class of April 8, 2014 shall be placed in Step 3 effective 1-1-19 and will continue through the steps according to the above schedule.

For the first twelve (12) months of his/her employment, a firefighter is probationary and excluded from coverage under this agreement. After twelve (12) months of service, employees shall be paid according to the above schedule.

- B. A schedule of hourly rates of pay based on the annual salaries listed in Section A shall be established and incorporated into this agreement as "Appendix A."
- C. A Paramedic Premium will be paid to each paramedic assigned to a medic unit on a scheduled or unscheduled workday of \$2.00 per hour for each hour worked beginning on January 1, 2014.
- D. Seniority based pay increases addressing the wage scale shall be interpreted as follows:
 - 1. While longevity pay is based upon an accumulation of all forms of full-time Canton City service, seniority based pay increases shall include City of Canton Fire Department service only.
 - 2. If an employee has resigned, has taken a voluntary leave of absence or has been terminated from the Canton Fire Department, and has been re-hired by the Department, the pre-separation Fire Department service time will be credited to the employee's new hire date, creating a new date known as his/her adjusted hire date. For said employee the seniority based pay increases will be based upon his/her adjusted hire date and subject to the provision contained in paragraph 3.
 - 3. The seniority based pay increase shall be based upon, and effective upon, the anniversary date of the employee.
- E. Paramedics shall be paid a continuing education premium pay according to the following schedule:

Any bargaining unit member with a state paramedic certification with Stark County standing orders and approved as a paramedic by the Canton Fire Department will be paid 2.3% of their base salary in addition to their regular pay subject to the provisions of Article 51 (K).

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APPENDIX A - WAGE SCHEDULES EFFECTIVE 1/1/2019

CLASSIFICATION

		40		120		
		HOURLY	DAY RATE	HOURLY RATE	BI-WEEKLY	ANNUAL SALARY
Battalion Chief	23+ YRS	\$ 41.42	\$ 331.34	\$ 27.61	\$ 3,313.35	\$ 86,147
	<23 YRS	\$ 39.48	\$ 315.85	\$ 26.32	\$ 3,158.51	\$ 82,121
Captain	23+ YRS	\$ 34.52	\$ 276.12	\$ 23.01	\$ 2,761.23	\$ 71,792
	18-23 YRS	\$ 32.90	\$ 263.22	\$ 21.93	\$ 2,632.19	\$ 68,437
	11-18 YRS	\$ 32.29	\$ 258.34	\$ 21.53	\$ 2,583.39	\$ 67,168
	<11 YRS	\$ 31.66	\$ 253.26	\$ 21.10	\$ 2,532.58	\$ 65,847
Firefighter	23+ YRS	\$ 28.22	\$ 225.76	\$ 18.81	\$ 2,257.57	\$ 58,697
	18-22 YRS	\$ 26.90	\$ 215.21	\$ 17.93	\$ 2,152.08	\$ 55,954
	11-17 YRS	\$ 26.40	\$ 211.24	\$ 17.60	\$ 2,112.38	\$ 54,922
	6-10 YRS	\$ 25.88	\$ 207.06	\$ 17.26	\$ 2,070.64	\$ 53,837
	3-5 YRS	\$ 22.56	\$ 180.46	\$ 15.04	\$ 1,804.62	\$ 46,920
	1-2 YRS	\$ 20.60	\$ 164.77	\$ 13.73	\$ 1,647.69	\$ 42,840

HOLIDAY PAY SCHEDULE

		8 HOUR RATE	12 HOUR RATE	OVERTIME RATE**
Battalion Chief	23+ YRS	\$ 331.34	\$ 497.00	\$ 62.13
	<23 YRS	\$ 315.85	\$ 473.78	\$ 59.22
Captain	23+ YRS	\$ 276.12	\$ 414.18	\$ 51.77
	18-23 YRS	\$ 263.22	\$ 394.83	\$ 49.35
	11-18 YRS	\$ 258.34	\$ 387.51	\$ 48.44
	<11 YRS	\$ 253.26	\$ 379.89	\$ 47.49
Firefighter	23+ YRS	\$ 225.76	\$ 338.64	\$ 42.33
	18-22 YRS	\$ 215.21	\$ 322.81	\$ 40.35
	11-17 YRS	\$ 211.24	\$ 316.86	\$ 39.61
	6-10 YRS	\$ 207.06	\$ 310.60	\$ 38.82
	3-5 YRS	\$ 180.46	\$ 270.69	\$ 33.84
	1-2 YRS	\$ 164.77	\$ 247.15	\$ 30.89

PAY FOR RANK WORKED

FIREFIGHTER TO CAPTAIN

40 HOUR	120 HOUR
< 23 YRS Firefighter to < 23 YRS Captain	\$ 6.00 \$ 4.00
23+ YRS Firefighter to 23+ YRS Captain	\$ 6.30 \$ 4.20

CAPTAIN TO BATTALION CHIEF

< 23 YRS Captain to < 23 YRS Battalion Chief	\$ 4.39	\$ 7.68
23+ YRS Captain to 23+ YRS Battalion Chief	\$ 4.60	\$ 8.05

RANK HOLIDAY PAY

40 HOUR	120 HOUR
< 23 YRS Firefighter to < 23 YRS Captain	\$ 15.00 \$ 7.00
23+ YRS Firefighter to 23+ YRS Captain	\$ 15.74 \$ 7.34

PERFECT ATTENDANCE

2 X 8 Hour Rate

**FIGURES TO INCLUDE FLSA AMOUNTS

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**APPENDIX B - WAGE SCHEDULES STANDING ORDERS (2.3% ABOVE BASE WAGE)
EFFECTIVE 1/1/2019**

CLASSIFICATION

		40		120		ANNUAL SALARY
		HOURLY	DAY RATE	HOURLY RATE	BI-WEEKLY	
Battalion Chief	23+ YRS	\$ 42.37	\$ 338.96	\$ 28.25	\$ 3,389.56	\$ 88,129
	<23 YRS	\$ 40.39	\$ 323.12	\$ 26.93	\$ 3,231.15	\$ 84,010
Captain	23+ YRS	\$ 35.31	\$ 282.47	\$ 23.54	\$ 2,824.74	\$ 73,443
	18-23 YRS	\$ 33.66	\$ 269.27	\$ 22.44	\$ 2,692.73	\$ 70,011
	11-18 YRS	\$ 33.04	\$ 264.28	\$ 22.02	\$ 2,642.80	\$ 68,713
	<11 YRS	\$ 32.39	\$ 259.08	\$ 21.59	\$ 2,590.83	\$ 67,362
Firefighter	23+ YRS	\$ 28.87	\$ 230.95	\$ 19.25	\$ 2,309.50	\$ 60,047
	18-22 YRS	\$ 27.52	\$ 220.16	\$ 18.35	\$ 2,201.58	\$ 57,241
	11-17 YRS	\$ 27.01	\$ 216.10	\$ 18.01	\$ 2,160.97	\$ 56,185
	6-10 YRS	\$ 26.48	\$ 211.83	\$ 17.65	\$ 2,118.26	\$ 55,075
	3-5 YRS	\$ 23.08	\$ 184.61	\$ 15.38	\$ 1,846.12	\$ 47,999
	1-2 YRS	\$ 21.07	\$ 168.56	\$ 14.05	\$ 1,685.59	\$ 43,825

HOLIDAY PAY SCHEDULE

		8 HOUR RATE	12 HOUR RATE	OVERTIME RATE**
Battalion Chief	23+ YRS	\$ 338.96	\$ 508.43	\$ 63.55
	<23 YRS	\$ 323.12	\$ 484.67	\$ 60.58
Captain	23+ YRS	\$ 282.47	\$ 423.71	\$ 52.96
	18-23 YRS	\$ 269.27	\$ 403.91	\$ 50.49
	11-18 YRS	\$ 264.28	\$ 396.42	\$ 49.55
	<11 YRS	\$ 259.08	\$ 388.62	\$ 48.58
Firefighter	23+ YRS	\$ 230.95	\$ 346.42	\$ 43.30
	18-22 YRS	\$ 220.16	\$ 330.24	\$ 41.28
	11-17 YRS	\$ 216.10	\$ 324.14	\$ 40.52
	6-10 YRS	\$ 211.83	\$ 317.74	\$ 39.72
	3-5 YRS	\$ 184.61	\$ 276.92	\$ 34.61
	1-2 YRS	\$ 168.56	\$ 252.84	\$ 31.60

PAY FOR RANK WORKED

FIREFIGHTER TO CAPTAIN

< 23 YRS Firefighter to < 23 YRS Captain	\$ 6.14	\$ 4.09
23+ YRS Firefighter to 23+ YRS Captain	\$ 6.44	\$ 4.29

CAPTAIN TO BATTALION CHIEF

< 23 YRS Captain to < 23 YRS Battalion Chief	\$ 4.49
23+ YRS Captain to 23+ YRS Battalion Chief	\$ 4.71

RANK HOLIDAY PAY

40 HOUR	120 HOUR
\$ 15.35	\$ 7.16
\$ 16.10	\$ 7.51

PERFECT ATTENDANCE

2 X 8 Hour Rate

**FIGURES TO INCLUDE FLSA AMOUNTS

8/13/19
BT6 8/17/19